



WorkLife2007:

Protecting and Promoting Worker Health
a national symposium



Letter of Introduction



Centers for Disease Control and Prevention (CDC)
National Institute for Occupational Safety and Health (NIOSH)

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September 10, 2007

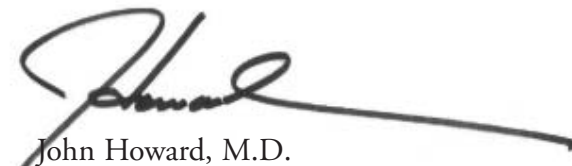
Dear Participant:

Welcome to ***WorkLife 2007: Protecting and Promoting Worker Health***. This symposium brings people together from across the country and around the world in pursuit of a common goal: assuring the health of people who work through comprehensive workplace programs and policies to prevent injury and disease and promote health.

This symposium is part of an ongoing NIOSH initiative based on a broad view of safety and health, exploring all avenues that affect the health of people who work. Through research and partnerships, this initiative will work to understand and promote effective workplace programs and policies that integrate occupational safety and health protection with health promotion activities to address both workplace and worker safety and health.

The WorkLife 2007 symposium brings together leaders from the occupational safety and health community with leaders from the health promotion community to explore ways in which integrated systems can help improve protection and promotion of the health of people who work. For the next two days, experts from around the world will discuss what is known about successful programs, what remains to be studied, and what barriers need to be addressed. Ultimately, participants will use knowledge and information gained from the symposium as tools to create and implement integrated programs to improve the health of workers and workplaces.

NIOSH and the more than 20 co-sponsors of this symposium share the view that illness and injury from hazards inside and beyond the workplace should be prevented when possible, controlled when necessary, and treated where appropriate. With your help, we hope to identify many opportunities to pursue this important goal.



John Howard, M.D.
Director



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Agenda-At-A-Glance

SUNDAY, SEPTEMBER 9

8:00am-7:00pm	Registration	Ballroom Foyer
9:00am-5:00pm	Workshop I: Practical Approaches to Evaluation: Promoting and Protecting the Health of the Workforce while Addressing Business Needs	Embassy/Patuxent
1:00pm-3:00pm	Workshop II: Making the Business Case for Health, Safety, and Environmental Investments	Cabinet/Judiciary
1:00pm-4:15pm	Workshop III: Advances in Health and Productivity Management: Good Health is Good Business	Old Georgetown/ Congressional
1:00pm-4:30pm	Workshop IV: Participatory Ergonomics as a Model Approach to Health Promotion	Diplomat/Ambassador
5:00pm-7:00pm	Poster Session I Set-up	Concours Terrace

MONDAY, SEPTEMBER 10

7:00am-6:00pm	Registration	Ballroom Foyer
7:00am-8:30am	Poster Session I Set-up	Concours Terrace
8:30am-6:30pm	Poster Session I Viewing	Concours Terrace
8:30am-10:00am	Plenary 1: It CAN Be Done! From Occupational Health to Employee Health	Crystal Ballroom
10:00am-10:30am	Break	
10:30am-Noon	Concurrent Session 1: Examples of Excellence: Programs, Strategies, and Interventions	
	1-1 <i>The Small Business Workforce: Challenges and Opportunities for Success</i>	Crystal Ballroom
	1-2 <i>The Aging Workforce: Keeping Older Workers ... And Keeping Them Healthy</i>	Diplomat/Ambassador
	1-3 <i>Integrating Benefit Design for Health and Well-being</i>	Judiciary Suite



Agenda-At-A-Glance

	1-4 <i>Prevention and Healthcare Insurance: New Paradigms for Reimbursement</i>	Cabinet Suite
	1-5 <i>Disease Prevention and Management: Strategies to Preserve and Promote Health</i>	Old Georgetown/ Congressional
	1-6 <i>Protecting and Promoting the Health of Non- Traditional, Low-Wage, and Immigrant Workers</i>	Susquehanna/Severn
	1-7 <i>Submitted Abstract Presentations</i>	Embassy/Potomac
Noon-1:30pm	Lunch	
1:30pm-2:45pm	Plenary 2: Learning from the International Experience	Crystal Ballroom
2:45pm-3:15pm	Break	
3:15pm-4:45pm	Concurrent Session 2: From Research to Practice: Moving the Research Forward	
	2-1 <i>Measuring the Success of Health Programs: Strategies for Evaluating Interventions in Different Contexts and Settings</i>	Old Georgetown/ Congressional
	2-2 <i>Building Research Relationships: The Worksite as a Laboratory</i>	Diplomat/Ambassador
	2-3 <i>Making the Economic Case for Workplace Health</i>	Judiciary Suite
	2-4 <i>Creating A Successful Workplace Health Protection and Promotion Program: A Case Study</i>	Embassy/Potomac
	2-5 <i>Work Schedules, Sleep, and Injury: Reducing the Health Risk from Difficult Work Hours</i>	Susquehanna/Severn
	2-6 <i>Defining Excellence: Performance Metrics that Drive and Improve Programs</i>	Cabinet Suite
	2-7 <i>Evidence-Based Strategies for Integrating Occupational Health and Safety with Workplace Health Promotion</i>	Crystal Ballroom
4:45pm-6:30pm	Poster Session I with the Authors and Reception	Concours Terrace
6:30pm-7:30pm	Poster Session I Tear Down	Concours Terrace



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Agenda-At-A-Glance

7:30pm-8:30pm **Poster Session II Set-up** Concour's Terrace

TUESDAY, SEPTEMBER 11

7:30am-4:30pm **Registration** Ballroom Foyer

7:30am-8:30am **Poster Session II Set-up** Concour's Terrace

8:30am-3:30pm **Poster Session II Viewing** Concour's Terrace

8:30am-9:45am **Plenary 3: Evaluating the Science: When Should
an Intervention be Considered Successful?** Crystal Ballroom

9:45am-10:15am **Break**

9:45am-11:30am **Poster Session II with the Authors** Concour's Terrace

10:15am-11:45am **Concurrent Session 3: Programs and Practices
to Prevent Disease or Improve Worker Health in
Specific Disease Areas or Conditions**

3-1 *Investing in Workplace Mental Health* Susquehanna/Severn

3-2 *Workplace Programs for Obesity
Prevention and Reduction* Cabinet Suite

3-3 *Reducing Cardiovascular
Risk Among Workers* Judiciary Suite

3-4 *Healthy Activity In Work and Play:
Keeping Our Musculoskeletal System Strong* Old Georgetown/
Congressional

3-5 *Motor Vehicle Safety: A Part of Comprehensive
Workplace Health Programs* Diplomat/Ambassador

3-6 *Respiratory Hazards at Work: How to
Identify, Prevent, and Reduce Them* Crystal Ballroom

3-7 *Addressing Noise-Induced Hearing Loss* Embassy/Potomac

11:45am-1:00pm **Plenary 4: Lunch with Speaker Workplace
Policies That Make a Healthy Difference** Crystal Ballroom



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1:00pm-2:30pm	Concurrent Session 4: Managing Change: How to Establish and Maintain Organizational Commitment to Healthy Work and Healthy Workers	
	4-1 <i>Making Worker Health an Organizational Priority: A CEO-to-CEO Initiative</i>	Embassy/Potomac
	4-2 <i>Using Communication Strategies to Promote a Safer and Healthier Workforce</i>	Old Georgetown/ Congressional
	4-3 <i>CDC Research Grants to Advance Worksite Health Promotion</i>	Susquehanna/Severn
	4-4 <i>Barriers to Change and How to Overcome Them</i>	Diplomat/Ambassador
	4-5 <i>Research Priorities - Building Consensus for Future Work</i>	Judiciary Suite
	4-6 <i>Submitted Abstract Presentations</i>	Crystal Ballroom
	4-7 <i>Submitted Abstract Presentations</i>	Cabinet Suite
2:30pm-2:45pm	Break	
2:45pm-3:30pm	Plenary 5: Closing and Adjourn	Crystal Ballroom
3:30pm-5:00pm	Poster Session II Tear Down	Concours Terrace

WEDNESDAY, SEPTEMBER 12

Post Symposium Workshops

7:30am-Noon	Workshop Registration	Ballroom Foyer
8:00am-Noon	Workshop V: Facilitating Behavior Change: A Different Perspective on Non-compliance	Patuxent



Speaker Highlights



John Howard, MD, MPH is the Director of the National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention, in the U.S. Department of Health and Human Services in Washington, D.C. Prior to his appointment in 2002 as Director of NIOSH, Dr. Howard served as Chief of the Division of Occupational Safety and Health in the California Department of Industrial Relations from 1991 until 2002. Dr. Howard received his Doctor of Medicine from Loyola University of Chicago in 1974, his Master of Public Health from the Harvard School of Public Health in 1982, his Doctor of Law from the University of California at Los Angeles in 1986, and his Master of Law in

Administrative Law from the George Washington University in Washington, D.C. in 1987. Dr. Howard is board-certified in internal medicine and occupational medicine. He is admitted to the practice of medicine and law in the State of California and in the District of Columbia, and he is a member U.S. Supreme Court bar. He has written numerous articles on occupational health law and policy.



Gregory Wagner, MD is Senior Advisor to the Director, National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention, Washington, DC, and Visiting Professor, Department of Environmental Health, Harvard School of Public Health, Boston, MA. Dr. Wagner has been the principal architect of the NIOSH WorkLife Initiative, an effort to improve prevention of disease and injury to workers by supporting research, identifying best practices, describing and promoting effective policies, and engaging in productive partnerships for integrated worksite programs for protection from health threats in and out of work. He chaired the planning committee for this Symposium.

While at NIOSH, Dr. Wagner has directed the Division of Respiratory Disease Studies, served as Associate Director for Mining, and coordinated a public research priority-setting process resulting in the first National Occupational Research Agenda. He works closely with the International Labor Organization and the World Health Organization in international disease prevention efforts. A graduate of Harvard College and Albert Einstein College of Medicine, Dr. Wagner has both taught and practiced internal medicine and public health/occupational medicine, and is board certified in internal and preventive medicine. His current professional work focuses on optimizing the health of people who work and the role of government in prevention of disease.



Alberto M. Colombi, MD, MPH is corporate medical director of PPG Industries, Inc. He joined PPG in Pittsburgh in 1987 as medical director of coatings businesses, moved to Milan, Italy as coatings medical director for Europe and then to Paris as corporate European director of environment, health and safety. Colombi returned to Pittsburgh in his current post in 1995. A Milan native, Colombi earned doctor of medicine and master in occupational health degrees from the University of Milan and a master's degree in public health from the University of Pittsburgh. In his capacity as Corporate Medical Director he devoted the past few years to present, in making the case for integrated

(occupational and non occupational) Health and Productivity management. In 2002 he was nominated adjunct associate professor at the Graduate School of Public Health, University of Pittsburgh/Behavioral and Social Health. In 2003 he was instrumental in having PPG receive the Occupational and



Speaker Highlights

Environmental Health Foundation (OEHF) and the American College of Occupational and Environmental Medicine (ACOEM) Innovation in Occupational and Environmental Health (IOEH) Award, in regards to the project "Depression in Primary Care: worksite intervention and coordination of care."



G. Thomas Welsh is corporate Human Resources Director, Benefits and Services for PPG Industries, Inc. In his capacity as director of human resources for benefits and services, he has worked in concert with the corporate environmental health and safety organization and the Corporate Medical Director to bring financial reporting and control considerations to the existing health and productivity initiative. This initiative has been successful in mitigating health cost increases and driving a focus on healthy behaviors. In his thirty-four year career at PPG he has had a wide range of other positions in PPG's global finance organization including General Auditor, Controller and

Assistant Treasurer. He has worked in eighteen countries evaluating, controls, implementing financial systems, and establishing financing structures. His expertise and experience is in the areas of financial reporting, internal control, risk evaluation, foreign currency hedging, capital structure and cost accounting. He lead the initiative that resulted in PPG being one of the first companies in the U.S. to effectively use activity based costing for control of a major business area. He implemented state-of-the art financial reporting systems that resulted in a three day closing cycle for a \$6 billion business with 120 global locations in thirty currencies. Welsh earned a masters degree in business administration from the University of Pittsburgh and a bachelor's degree in accounting from the University of Akron.



Jorma Rantanen, MD, PhD received his PhD in radiation biochemistry in the University of Turku, Finland. He has been an associate professor of radiation biology in University of Turku since 1975. He has made specialist exam in occupational health in 1985. From 1974 to 2003 he served as professor and Director General of the Finnish Institute of Occupational Health. Professor Rantanen has published approximately 500 research and professional articles related to radiation biology, medical biochemistry, toxicology, risk assessment, occupational health and safety services and on work in the information society.

He has experience in practical occupational health service and in clinical occupational medicine. His most recent activities have focused on promotion of working ability and development of basic occupational health services for underserved workers of the world. He has participated in the development of regulations for OSH in Finland and internationally. He has served as an expert, member and chair of several expert committees, advisory bodies, and programs. He is currently a member of the Steering Groups for the US National Academy of Sciences evaluation of NIOSH research. Professor Rantanen has served as a Board member of ICOH and served as its President from 2003 to 2006 and for the current 2006 to 2009.



Speaker Highlights



Pamela A. Hymel, MD, MPH, FACOEM is currently Senior Corporate Director, Integrated Health, and Global Medical Director for Cisco Systems. Dr. Hymel is responsible for managing health benefits and is designing a global health and productivity program for Cisco employees. Prior to joining Cisco she worked for a year as Senior VP of Sedgwick CMS and completed 16 years of employment with Hughes Electronics where she last served as vice-president of Human Resources, Medical Services and HR Systems. Her responsibilities included employee benefits, medical services, disability management, workers' compensation, the Employee Assistance Program, and development of Fidelity

employee-related services and Human Resources systems. Dr. Hymel received a BS degree in biology from the University of California at Irvine, a Masters of Public Health degree from Tulane University, and an MD degree from the Louisiana State University Medical School. She is board certified in both internal medicine and occupational medicine. Dr. Hymel is on the Board of Directors for both ACOEM and the National Business Group on Health. She serves on a number of committees for both organizations with a major area of focus on health and productivity. She recently worked with the Institute of Medicine on its report on Integrating Employee Health: A Model Program for NASA. She led Hughes to win both an ACOEM Corporate Health Achievement Award and C. Everett Koop Award Honorable Mention. Her expertise and benchmark programs have been cited in numerous publications on integrated health management.



Laura Welch, MD is Medical Director for the Center to Protect Workers Rights, a research and development institute affiliated with the Building and Construction Trades of the AFL-CIO, and adjunct professor of environmental and occupational medicine at George Washington University. She had previously held full time faculty positions at the Albert Einstein, Yale, and George Washington University Schools of Medicine. She is the author of over 100 peer-reviewed publications, abstracts, and technical reports in the field of occupational and environmental medicine. She has served as a consultant to many federal agencies, including OSHA, NIOSH, CDC and the NIH. She has

worked with several union-management committees on health and safety issues, including United Auto Workers-Boeing, and SMOHIT, the labor-management trust of the sheet metal industry.



Glorian Sorensen, PhD, MPH is a Professor in the Harvard School of Public Health's Department of Society, Human Development and Health, and Director of the Dana-Farber Cancer Institute's Center for Community-Based Research. The core of Dr. Sorensen's research is randomized worksite- and community-based studies that test the effectiveness of theory-driven interventions targeting individual and organizational change. These interventions are designed particularly to be effective for low-income, multi-ethnic populations, with the aim of embedding them in the social context in which people live and work. Dr. Sorensen's research has found that

incorporating interventions aimed at reducing occupational hazards into traditional tobacco control programs increases smoking cessation rates among blue-collar workers. Her research has included a range of settings, including worksites, labor unions, and low-income housing developments. Dr. Sorensen has studied disparities in tobacco control in India. Dr. Sorensen is the principal investigator



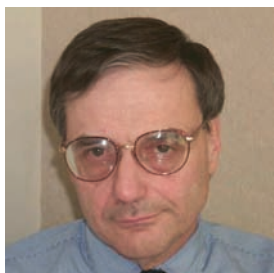
Speaker Highlights

for the Massachusetts Cancer Prevention Community Research Network, which aims to strengthen and expand partnerships between academic researchers and community partners. She also leads the Harvard Cancer Prevention Education Program, which trains pre- and post-doctoral fellows in cancer prevention, and the Risk Reduction Program Project for the Dana-Farber/Harvard Cancer Center.



Laurie M. Anderson, PhD, MPH is a senior scientist with the US Centers for Disease Control & Prevention (CDC). Her work at CDC has focused on health promotion and prevention of chronic disease. Over the past decade she has lead systematic review teams for evidence synthesis for the US Task Force on Community Preventive Services. Much of her research has focused on public health nutrition, obesity prevention and control, and sociocultural determinants of health inequalities. Dr. Anderson is a member of the Society for Research Synthesis Methodology, the Advisory Group to the Cochrane Collaboration Health Promotion & Public Health Field, and the Advisory Committee for the

Canadian Best Practices System for Chronic Disease Prevention and Control of the Public Health Agency of Canada. She received her MPH in epidemiology from Emory University and PhD in public health from University of California, Los Angeles



Joseph A. Fortuna, MD serves as Co-Chair of the Health Focus Group of the Automotive Industry Action Group (AIAG) a 1500 member voluntary organization comprised of auto manufacturers and suppliers whose primary goals are to reduce cost and complexity within the automotive supply chain and to improve speed-to-market, product quality, employee health-and-safety and the environment. Dr. Fortuna is also the Medical Director of the E&C and AHG Divisions of DELPHI Corporation located in Troy, MI. In this position, he supervises the medical and occupational health activities in 73+ facilities worldwide. Prior to joining DELPHI, Dr. Fortuna was the Senior Vice President

for Medical Affairs and Interactive Services at Dorland Sweeney Jones, a global healthcare communications agency. Before joining Dorland, Dr. Fortuna was Vice President for Medical Affairs at Statutory Benefits Management Corporation, the medical management company for the largest workers' comp insurer in the state of Maryland. Prior, he served as Medical Director of the GM Truck Assembly plant in Baltimore. In addition to his ongoing work in occupational medicine, Dr. Fortuna's experience in emergency medicine spans almost 30 years. He received his medical degree from Georgetown University, and post-graduate training at the University of Minnesota Hospitals. Dr. Fortuna is an active member of the American College of Occupational Medicine.



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Speaker Highlights



Lisa Berkman, PhD is a Thomas D. Cabot Professor of Public Policy and Epidemiology at the Harvard School of Public Health and Chair of the Department of Society, Human Development, and Health. Dr Berkman is an epidemiologist whose work focuses on understanding social determinants of health and aging. Dr. Berkman's research concentrates on identifying the role of social networks, and social and economic policies that increase the risk of the early onset of disability, mortality, and disease with emphasis on cardiovascular and cerebrovascular disease. In her most recent work she is studying the impact of work, especially flexible work policies, and the health of older workers

and their families. She edited several volumes including *Social Epidemiology*, the first textbook on the topic, and is a contributor to numerous journals. She was the Chair of the Steering committee of ENRICHED, a clinical trial to improve outcomes after myocardial infarction. She has also been involved in several large longitudinal studies of aging including the Health and Retirement Study, the Established Populations for the Epidemiologic Study of the Elderly, and a study of 20,000 French men and women employed by Electricity and Gas of France. She is the past president of the Society for Epidemiologic Research, current Chair of the Board of Scientific Counselors for the National Institute of Aging, and a member of the Institute of Medicine.

Notes



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Symposium Co-Sponsoring Organizations

NATIONAL INSTITUTE FOR OCCUPATIONAL SAFETY AND HEALTH

CENTERS FOR DISEASE CONTROL AND PREVENTION

- AARP
- American Association of Occupational Health Nurses
- American College of Occupational and Environmental Medicine
- American Industrial Hygiene Association
- American Psychological Association
- American Society of Safety Engineers
- Association of Occupational and Environmental Clinics
- Automotive Industry Advisory Group
- Center for the Promotion of Health in the New England Workplace
- Center to Protect Workers' Rights
- Centers for Disease Control and Prevention, Office of Public Health Research
- Centers for Disease Control and Prevention, Office on Smoking and Health
- Centers for Disease Control and Prevention, National Center for Chronic Disease Prevention and Health Promotion
- Dana-Farber Cancer Institute
- Health Enhancement Research Organization
- Healthier Workforce Center for Excellence
- Humana
- International Association of Firefighters
- Institute for Work and Health
- International Commission on Occupational Health
- Institute for Health and Productivity Management
- International Truck and Engine Corporation
- Kelly Healthcare Resources
- Laborers' Health and Safety Fund of North America
- Mental Health America
- National Business Coalition on Health
- National Business Group on Health
- National Safety Council
- National Institutes of Health, National Institute of Child Health and Human Development
- Network of Employers for Traffic Safety
- ORC Worldwide
- Partnership for Prevention
- Society for Public Health Education
- Veterans Health Administration
- Voluntary Protection Programs Participants' Association



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Symposium Supporting Organizations

- *ACOEM Corporate Health Achievement Award Committee*
- *Circadian Age, Inc.*
- *Emerald Group Publishing Limited*
- *Farmworker Justice*
- *Health Partners Health Behavior Group*
- *Kaiser Permanente Medical Care Program*
- *PPG Industries, Inc.*
- *Travelers Insurance*



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Gregory Wagner, MD

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Symposium Chair

Bill Whitmer

Health Enhancement Research Organization

Notes



General Information

REGISTRATION

Early registration begins on Sunday, September 9, at 8:00 am and will continue throughout the conference. Refer to your agenda for specific times. Professional and Scientific Associates (PSA), the conference management contractor, has staff available to assist you throughout the conference, and can be identified by their name badges. In addition to the PSA staff, other program staff and volunteers will be assisting with room monitoring, on-site registration and other support tasks, and may be identified by badge ribbons.

POSTER PRESENTATIONS

Poster Session I: Monday September 10

Posters are available for viewing 8:30am-6:30pm on Monday, September 10.

Poster presentations with the author(s) will be held from 4:45pm-6:30pm on Monday, September 10

Set-up

Poster Session I Set-up:

- 5:00pm-7:00pm Sunday, September 9
- 7:00am-8:30am Monday, September 10

Take-down

Posters must be taken down 6:30pm-7:30pm on Monday, September 10.

Poster Session II: Tuesday, September 11

Posters are available for viewing 8:30am-3:30pm on Tuesday, September 11.

Poster presentations with the author(s) will be held from 9:45am-11:30am on Tuesday, September 11.

Set-up

Posters Session II Set-up:

- 7:30pm-8:30pm, Monday, September 10
- 7:00am-8:30am, Tuesday, September 11

Take-down

Posters can be taken down after 3:30pm on Tuesday September 11.

SPEAKER READY ROOM

The Speaker Ready room will be available to speakers who need to upload or review their presentations. It is located in the Cartier room and will be open during registration hours. Please be sure to upload your presentation two hours before the actual presentation is scheduled to occur.



General Information

CONTINUING EDUCATION

WorkLife 2007: Protecting and Promoting Worker Health

September 9-12, 2007

COURSE EVALUATION

Continuing education credit for this conference is available through the CDC Training and Continuing Education Online system only. Please follow the instructions provided below. You must complete the online evaluation by October 15, 2007 to receive your continuing education credits or your certificate of completion.

To complete online evaluation:

- Go to the CDC Training and Continuing Education Online at <http://www.cdc.gov/TCEOnline/>. If you have not registered as a participant, click on New Participant to create a user ID and password; otherwise click on Participant Login and login.
- Once logged on to the CDC/ATSDR Training and Continuing Education Online website, you will be on the Participant Services page. Click on Search and Register. Click on CDC Courses at the bottom right hand side of the search page.
- The next page will ask for the CDC Center/Course Code. The code for this training is healthywork. Enter the course code and then click on view. Click on the course. The course information page will come up. Scroll down to Register Here. Click on the type of CE credit that you would like to receive and then Submit. Three demographic questions will come up. Complete the questions and then Submit.
- A message will come up thanking you for registering for the conference. You will then be prompted to select the sessions that you would like to attend.
- After attending your selected conference sessions return to the CDC Training and Continuing Education Online. Click on Participant Login and login. Click on Evaluations and Tests. Click on Conferences. The conference will be listed with the sessions you selected. You may Add/Edit Sessions until you have completed the evaluation for a particular session. After completing all of the session evaluations you will be prompted to complete the overall conference evaluation. A record of your conference completion will be located in the Transcript and Certificate section of your record.

If you have any questions or problems contact:

CDC/ATSDR Training and Continuing Education Online
1-800-41TRAIN or 404-639-1292
Email at ce@cdc.gov

General Information

CELL PHONES AND PAGERS

If you are carrying your cell phone or pager with you to sessions please turn it off or set it to silent/vibrate mode before entering.

NAME BADGES

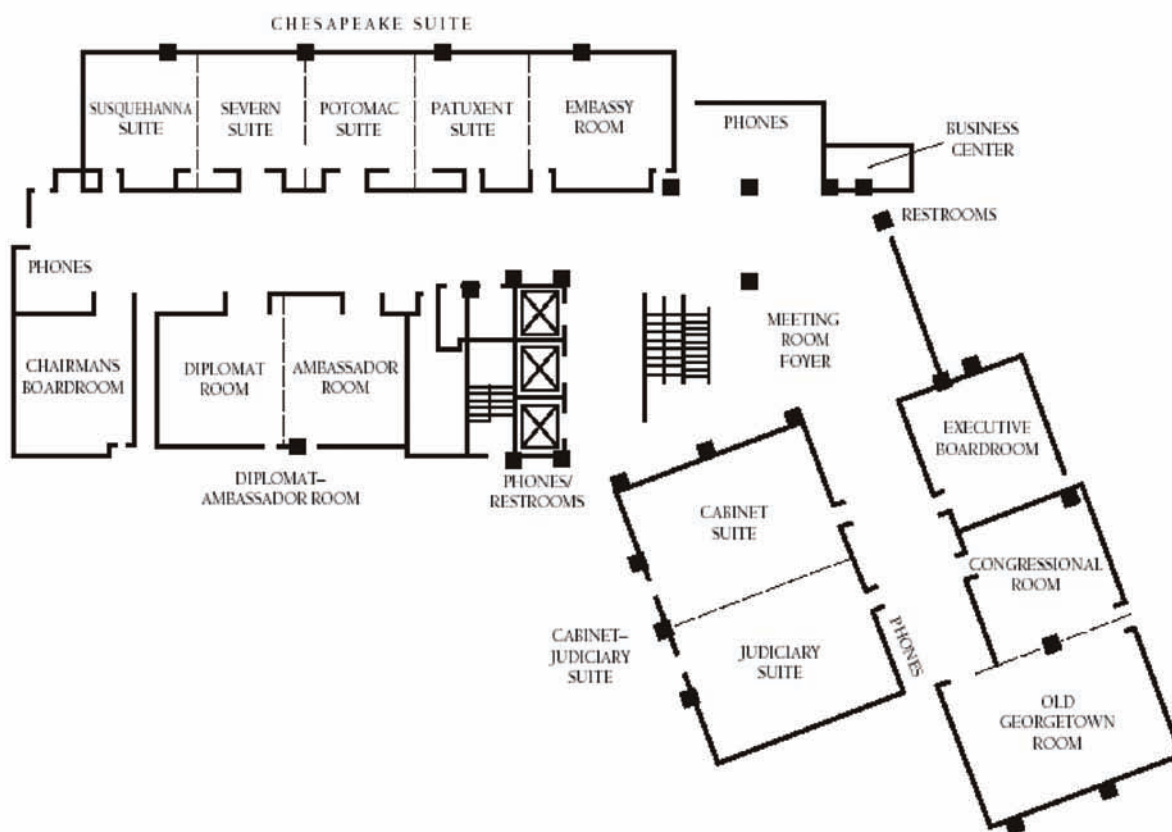
Please wear your conference name badge at all times during the conference. If you lose or misplace your name badge the staff at the Conference Registration Desk will assist you in securing a new badge. You will need to present some form of photo identification in order to receive a replacement name badge.

MATERIALS

Most materials for the conference have been included in this Program Book. Speakers have been encouraged to provide copies of their visuals as hand-outs to distribute during their session.

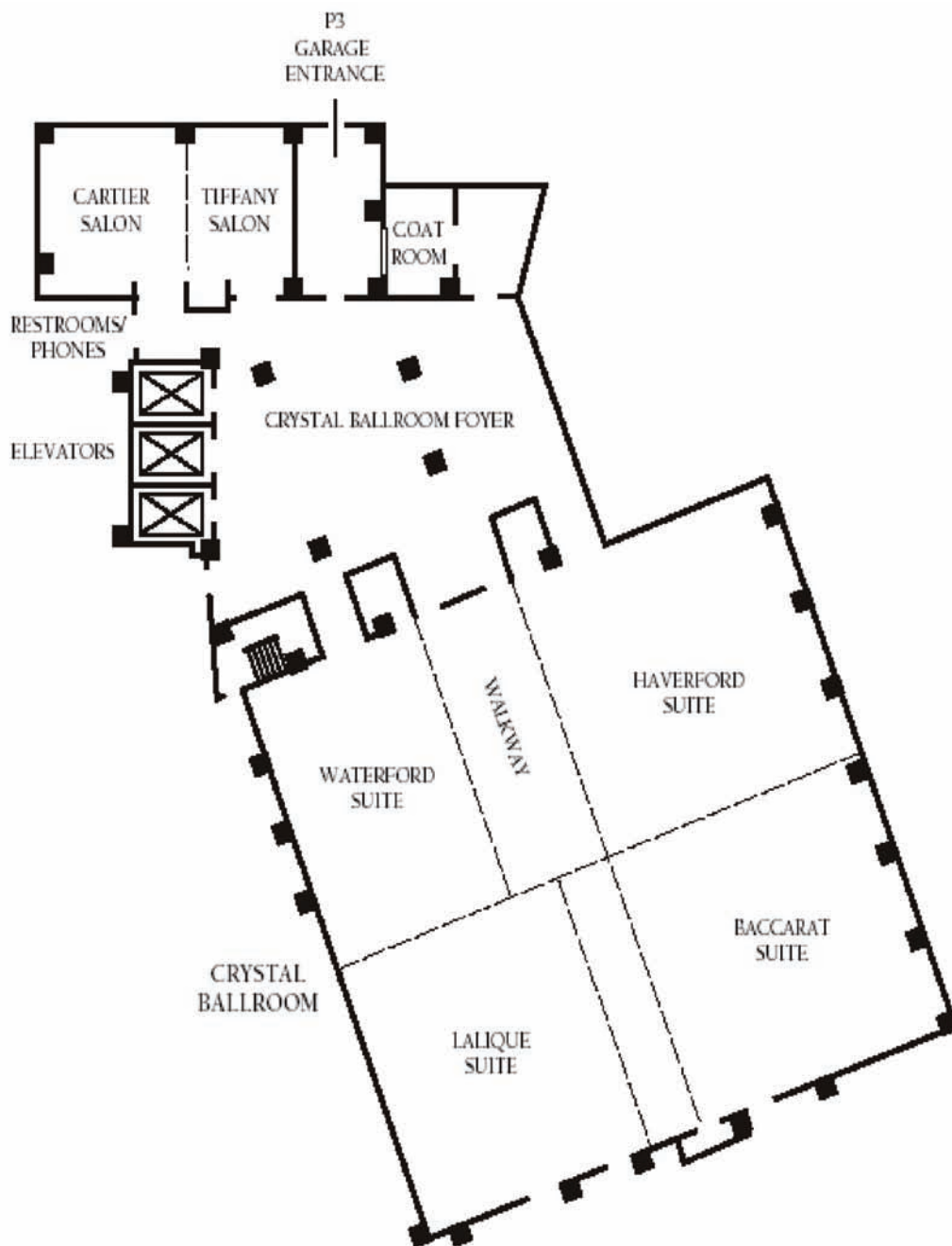
HOTEL MAP

BALLROOM LEVEL



General Information

MEETING ROOM LEVEL





WorkLife2007:

Protecting and Promoting Worker Health
a national symposium



Pre -Symposium Workshops, Sunday, September 9, 2007 • Agenda

8:00am-7:00pm

Registration

WORKSHOP I

9:00am-5:00pm

Practical Approaches to Evaluation: Promoting and Protecting the Health of the Workforce while Addressing Business Needs

Employers considering making an investment in worksite health promotion programs, or already implementing such programs, often have no basis for readily determining whether such programs are having positive effects. This one-day interactive workshop is designed to provide employers with the skills and information needed to help them develop practical ways of assessing the effectiveness of their worksite health promotion programs. Experts in the field will address such topics as formulating an evaluation plan for workforce programs; selecting pertinent outcome measures and tools; managing the practical aspects of program evaluations; and measuring the health and financial impacts of these programs, including their return on investment (ROI).

Workshop Leaders

Thomas Chapel, MA, MBA

Senior Evaluation Scientist

Office of the Director, Centers for Disease Control and Prevention

Ron Goetzel, PhD

Director

Cornell University Institute for Policy Research, Institute for Health and Productivity Studies

Nico Pronk, PhD

Vice President and Executive Director

HealthPartners Health Behavior Group

Debra Lerner, MS, PhD

Senior Scientist

Tufts-New England Medical Center



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WORKSHOP II

1:00pm-3:00pm

Making the Business Case for Health, Safety, and Environmental Investments

This two-hour workshop will discuss how to make a business case for justifying health, safety, and environmental investments. The presentation will demonstrate an approach for calculating return on investment and other financial metrics associated with health, safety, and environmental projects and programs.

Workshop Leader

Thomas F. Cecich, CIH

President

TFC & Associates, Inc.

WORKSHOP III

1:00pm-4:15pm

Advances in Health and Productivity Management: Good Health is Good Business

This half-day workshop will highlight the latest innovations and updates in the field of Health and Productivity Management from the American College of Occupational and Environmental Medicine (ACOEM) Section on Health and Productivity. The health of the American economy depends on the health and productivity of the workforce. Recent findings from practice-based research studies and models will be presented that demonstrate how effective strategies for reducing the burden of illness and improving the health status of the working population also increase productivity, including:

- A CDC study demonstrating compelling results from an employer workplace health and productivity initiative
- An ACOEM multi-employer research study revealing the Total Cost impacts (medical/pharmacy costs plus the presenteeism/absenteeism costs) of medical conditions
- An in-depth review of the ACOEM Health and Productivity Tool Kit: a robust set of resources for the practitioner to learn how to determine a health and productivity strategy and develop a blueprint for action
- A comparison of alternative models for achieving and evaluating workplace-centered wellness

Workshop Leaders

Ron Loeppke, MD, MPH, FACOEM, FACPM

Chief Strategy Officer and Executive Vice President, Matria Healthcare

Co-Chairman of the ACOEM Section on Health and Productivity

Pamela Hymel, MD, MPH, FACOEM

Global Medical Director, Cisco Systems



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Tee L. Guidotti, MD, MPH

Professor, Chair, Department of Environmental and Occupational Health
Director, Division of Occupational Medicine and Toxicology
The George Washington University Medical Center

WORKSHOP IV

1:00pm-4:30pm

Participatory Ergonomics as a Model Approach to Health Promotion

This half-day workshop will begin by introducing some of the approaches, models, and methodologies of successful “participatory ergonomics” programs in which workers are given the opportunity to use their knowledge and experience to address ergonomic problems involving their own work activities. The session will describe how these models can be applied toward health promotion in the workplace and beyond. The need for organizational assessment as a precursor to implementing a participatory effort of this type will be explained, along with a newly developed framework for implementing participatory ergonomics programs as a model for promoting health. A worker-centered assessment tool that can be used to evaluate the effectiveness of specific dimensions of a participatory ergonomics program also will be presented. A case study example from ongoing field research in the NIOSH-supported Center for Promotion of Health in the New England Workplace (CPH-NEW) will be used to illustrate these concepts, and ideas and suggestions from attendees will be encouraged in keeping with the participatory theme of the workshop.

Workshop Leaders

Robert A. Henning, PhD, CPE
Associate Professor of Industrial/Organizational Psychology
Psychology Department, University of Connecticut

Michelle Robertson, PhD, CPE

Research Scientist, Liberty Mutual Research Institute for Safety
Center for Safety Research

Nicholas Warren, ScD

Associate Professor of Medicine/Ergonomics Coordinator
Division of Public Health & Population Sciences
Ergonomic Technology Center of Connecticut

Notes



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7:00am-6:00pm

Registration

7:00am-8:30am

Poster Session I Set Up

8:30am-10:00am

Plenary 1: It CAN Be Done! From Occupational Health to Employee Health

A case study of the successful development and implementation of comprehensive, integrated workplace programs and policies for worker health and well-being will be presented by two leaders from different worlds--medical and financial--who worked closely with one another to make a difference. They will discuss the steps they took, barriers faced--both cultural and economic--what was done to overcome them, and why the program is considered a "success."

John Howard, MD, MPH

Director, National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

Welcome

Gregory R. Wagner, MD

Senior Advisor, National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

Symposium Goals

Joe Fortuna, MD

Medical Director, E&C and AHG Divisions
Delphi Corporations

Keynote Speaker Introduction

Keynote Speakers

Alberto Colombi, MD, MPH

Corporate Medical Director
PPG Industries, Inc.

Tom Welsh

Director of Payroll and Benefits
PPG Industries, Inc.

Moderator

Gregory R. Wagner, MD

Senior Advisor, National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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10:00am-10:30am

Break

10:30-Noon

Concurrent Session 1: Examples of Excellence: Programs, Strategies, and Interventions

1-1 *The Small Business Workforce: Challenges and Opportunities for Success*

Small employers are less likely to offer all types of health promotion and disease management programs, less likely to offer environmental supports for health, and less likely to have health supportive policies in place than larger employers. This trend has persisted over time and industry types. Since most working adults are employed by small businesses, it is a public health imperative that we address the needs of this important group of workers. This panel will discuss ideas from the research community, small employer, and business coalition perspectives.

Speakers

Laura Linnan, ScD, CHES

Associate Professor

UNC Chapel Hill School of Public Health

*Results of the 2004 National Worksite Health Promotion Survey - Setting the Stage
Regarding the Importance of Reaching the Small Business Workforce*

Christie Upshaw Travis, MS HHA

CEO

Memphis Business Group on Health

The Role of Business Coalitions in Reaching the Small Business Workforce

Moderator

Garry M. Lindsay, MPH, CHES

Senior Fellow and Director of Business Partnerships

Partnership for Prevention

Rick Logsdail

Senior Vice President

Sales and Business Development

Medifast Inc.

Walk the Walk! An Associate Wellness Benefit Program at Medifast



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1-2 *The Aging Workforce: Keeping Older Workers ... And Keeping Them Healthy*

Older workers are among our most skilled and experienced. In the coming years, unprecedented numbers of baby boomers will have the option of cutting back or leaving the workforce entirely. AARP's landmark study "The Business Case for Workers Age 50+, Planning for Tomorrow's Talent Needs in Today's Competitive Environment" makes a convincing business case for older workers. What sorts of changes will be required from employers in response to these demographic and retention challenges? This session will examine programs and policies that consider the needs of older workers to sustain their health and well-being, prevent illness and injury, and keep them in the workforce. The findings from the Institute of Medicine report titled "Health and Safety of Older Workers," and the National Business Group on Health's Council on Employee Health and Productivity will be reviewed. The session will discuss flexible approaches to work that will be needed to maintain a healthy, productive, and employed older workforce.

Speakers

Deborah Russell

Director of Workforce Issues

AARP

Why Older Workers?

Christine R. Hartel, PhD

Director, Board on Behavioral, Cognitive, and Sensory Sciences

The National Academies

Health and Safety Issues in an Aging Workforce

Scott Rothermel, MSW

Manger

National Business Group on Health

The Business Case for Keeping Older Workers: Problems and Solutions

Moderator

Catherine Gordon, RN, MBA

Senior Public Health Analyst, Office of the Director

Centers for Disease Control and Prevention



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1-3 *Integrating Benefit Design for Health and Well-being*

Promoting health and well-being has moved beyond the health risk appraisal. Innovative approaches now integrate medical condition management, incentives, health coaches, and health care plan design. This session will provide insight into comprehensive workplace models, value-based plan design, and preventive strategies for improving a culture of wellness. Attendees will be able to discern key elements that drive comprehensive programs, understand the advantages of a workplace model for integrating wellness, and utilize preventive strategies to improve health and well-being.

Speakers

Raymond Fabius, MD, CPE, FACPE

President and Chief Medical Officer

I-trax

Workplace Centered Integration

Raymond Morales, MD, MBA

Regional Vice President and Medical Director

Anthem

Comprehensive Health Plans

Gail W. Henderson, MBA

Health and Productivity Programs Manager

John Deere

Prevention as the Integrator

Moderator

Joel R. Bender, PhD, MD

Corporate Medical Director

General Motors Corporation



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1-4 *Prevention and Healthcare Insurance: New Paradigms for Reimbursement*

This session will explore the conceptual shifts in health care reimbursement and disease identification and treatment that are necessary for preventing and influencing chronic disease at the workplace level. While the cost of workplace health intervention rests principally with the employer, outcomes often involve variable benefits to employers, employees, insurers, health care institutions, and the government. The case study method will be used to examine the consequences of a reimbursement shift for these stakeholders. The session will address the development of workable reimbursement models and explore how insurance reimbursements might be re-allocated to better address workplace risk reduction. The session will conclude with a discussion among stakeholders interested in developing pilot studies for new models.

Speakers

Supriya Lahiri, PhD

Professor of Economics

University of Massachusetts, Lowell

Cost Utility Models for Supporting Prevention Through New Reimbursement

Methods: A Framework.

Adam Seidner, MD, MPH

National Medical Director

Travelers Insurance

Limitations of Current and Traditional Payment Models: A Case Study Approach

Cara Winikoff Hirsch, MHA, MBA

Decision Support Consultant

Highmark Inc.

Research@Work: Supporting Employer Engagement in Health Promotion and

Occupational Health Through Health Insurance Claims Analysis and Reporting

Martin Cherniack, MD, MPH

Professor of Medicine

University of Connecticut Health Center

Targeting the Spectrum of Disease and the Problem of Avoided Costs

Moderator

Martin Cherniack, MD, MPH

Professor of Medicine

University of Connecticut Health Center



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1-5 *Disease Prevention and Management: Strategies to Preserve and Promote Health*

Controlling risk factors for chronic disease promotes health, increases productivity, and reduces health care costs. Chronic disease prevention and management is a key part of providing a safe and healthy work environment. This session's speakers will discuss successful approaches to prevention and management of chronic disease in the workforce, including a program to identify and manage cardiovascular risk and major components of a successful tobacco cessation program.

Speakers

Charles M. Yarborough, MD, MPH

Corporate Medical Director
Lockheed Martin Corporation

What Constitutes Excellence in Corporate Health Care?

Donna Tomlinson, MD MSc

Health Promotion Manager
GE Energy

Cardiovascular Risk Management...the Step beyond Screening

Marcy Zauha

Director of Health and Safety
Union Pacific Railroad

A Successful Corporate-Sponsored Tobacco Cessation Program

Moderator

Bonnie Rogers, DrPH, COHN-S, LNCC, FAAN

Director, NC Occupational Safety Education and Research Center
University of North Carolina at Chapel Hill



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1-6 *Protecting and Promoting the Health of Non-Traditional, Low-Wage, and Immigrant Workers*

The non-traditional workforce (including immigrant workers, transient workers, and contingency workers) and low-wage workers make up a significant portion of the working population today. Addressing the unique individual and occupational health needs of these growing segments of the workforce presents challenges and opportunities. This session will consider efforts to promote and protect the health of non-traditional and low-wage workers and examine four case studies.

Speakers

Sherry Baron, MD, MPH

Coordinator, Occupational Health Disparities
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

Theoretical Framework for Combining Health Promotion and Health Protection for the Non-Traditional Workforce

Trish Ratto, RD

Manager, University of California, Berkeley
Worksite Health Promotion Program

Worksite Health Promotion for University Food Service Workers - Employer's Perspective

Pam Tau Lee, BS

Coordinator of Public Programs, Labor Occupational Health Program
University of California, Berkeley

Room Cleaners Project - Holistic View of Work Stress

Shelley Davis, JD

Deputy Director
Farmworker Justice

Two Models of HIV Prevention for Migrant Farm Workers - From Personal Behavior Change to Worker Empowerment

Moderator

Sherry Baron, MD, MPH

Coordinator, Occupational Health Disparities
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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1-7 *Submitted Abstract Presentations*

Researchers and practitioners will present abstracts of their research or experience designing, evaluating, and implementing effective comprehensive health protection and promotion programs. Session attendees will hear about current research and approaches that demonstrate best practices, needs of specific employer or employee groups, program evaluation and economic analysis, and/or ways to manage organizational change. The discussions will provide participants with tools for developing work life programs that improve worker health and the ability to work.

Speakers

Pamela Allweiss, MD, MPH

Consultant, Centers for Disease Control and Prevention

A Unique Public-Private Partnership for Primary Prevention of Diabetes and Cardiovascular Disease at the Worksite: A Collaboration of CDC, GE Energy and the National Business Group on Health

James H. Dotson Jr., PhD, CHES

Senior Public Health Advisor

Constella Group, LLC

A Model for Worksite Wellness Programs with Specific Application to Chronic Diseases

Tee L. Guidotti, MD, MPH

Professor of Occupational and Environmental Medicine

George Washington University Medical Center

ACOEM

Transforming Occupational Medicine

Leslie B. Hammer, PhD

Professor of Psychology

Portland State University

Evaluation of a Work-Life Supervisor Support Training Intervention to Affect Worker Health

Megan A. Moeller, MS, ATC, CHES

Wellness Coordinator

The University of Iowa

Aligning a Comprehensive Wellness Program With Strategic Safety Goals of an Organization

Laura S. Welch, MD, FACP, FACOEM

Medical Director

Center to Protect Workers Rights

Health Promotion/Health Protection for Multi-Employer Health and Welfare Funds



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Moderator

Dori B. Reissman, MD, MPH

Senior Medical Advisor

CAPT, US Public Health Service

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention



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Noon-1:30pm

Lunch

1:30pm-2:45pm

Plenary 2: Learning from the International Experience

Europe industry and labor have long been on the cutting edge in developing innovative approaches to comprehensive worksite programs, policies, and practices that sustain worker health and wellbeing by addressing both health risk from the work environment (both physical and organizational) and individual health risk behaviors. This session will explore current European approaches and the extent to which these approaches would be embraced or meet with resistance in the US.

Keynote Speaker

Jorma Rantanen, MD, PhD

President, International Commission for Occupational Health
Former Director General, Finish Institute of Occupational Health

Respondents

Pamela Hymel, MD, MPH, FACOEM

Global Medical Director, Cisco Systems

Laura S. Welch, MD, FACP, FACOEM

Medical Director
Center to Protect Workers Rights

Moderator

Max R. Lum, EdD, MPA

Director, Office of Health Communication and Global Collaboration
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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2:45pm-3:15pm

Break

3:15pm-4:45pm

Concurrent Session 2: From Research to Practice: Moving the Research Forward

2-1 *Measuring the Success of Health Programs: Strategies for Evaluating Interventions in Different Contexts and Settings*

Evaluating and documenting the success of workplace health interventions is critical to the long-term adoption and success of workplace health programs. The methods and measures used to evaluate health interventions will not be the same in every case and are likely to change even for a given program as it evolves from the planning and research phase to implementation. The means of evaluation also will vary depending on the health risks being addressed and the outcomes desired. This session will explore appropriate methods and metrics for evaluating the success of interventions at different stages of health programs and in different contexts and settings.

Speakers

Paul Estabrooks, PhD

Research Scientist, Kaiser Permanente

Understanding Context and Impact: Metrics for Evaluating Worksite Wellness Programs

Dawn Weddle, BS, RD

Wellness Manager

International Truck and Engine Corporation

Evaluating Outcomes: A Case Study from the International Truck and Engine Corporation

Janice Pringle, PhD

Research Assistant Professor

School of Pharmacy, University of Pittsburgh

Using Health Risk Assessment Data to Develop Strategies for Addressing Worker Stress

Moderator

Susan A. Randolph, MSN, RN, COHN-S, FAAOHN

Clinical Instructor

University of North Carolina-Chapel Hill, School of Public Health



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2-2 *Building Research Relationships: The Worksite as a Laboratory*

One way to test approaches to comprehensive workplace wellness programs and develop an effective model is through collaborative field research. This session will feature speakers from both the field investigator and corporate perspectives who will discuss their experiences using the worksite as laboratory for developing integrated workplace wellness programs. Successful collaborations will be featured to offer lessons learned and highlight key elements of productive worksite research. Participants will learn how to recognize potential barriers to study execution and develop effective strategies for success.

Speakers

Thomas Schenk, PhD, MPH

Corporate Epidemiologist
General Motors Corporation

Collaborative Field Research: A Corporate Perspective

James Lockey, MD, MS

Professor, Department of Environmental Health
University of Cincinnati College of Medicine

Collaborative Field Research: A Principal Investigator's Perspective

Dennis O'Brien, PhD

Assistant Professor
Wayne State University

Collaborative Field Research: A Government Perspective

Moderator

Thomas Schenk, PhD, MPH

Corporate Epidemiologist
General Motors Corporation



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2-3 *Making the Economic Case for Workplace Health*

This panel will review methods that have been developed to calculate benefits that accrue to employers as a result of safety and health initiatives, focusing on similarities, differences, needs for further development, and recent advances. Speakers will present and discuss some recent research that estimates and provides new insight into benefits of improved workplace health that have usually been under-recognized: the full costs of work absence and presenteeism, and the contributions of complete physical and psychological health and well-being to productivity and reduction of workplace injury.

Speakers

Tim Bushnell, PhD, MPA

Economist, National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

A Review of Methods for Assessing the Benefits of Improved Occupational Safety and Health for Individual Employers

Sean Nicholson, PhD

Associate Professor, Department of Policy Analysis and Management
Cornell University

Measuring the Value to an Employer of Reducing Absences and Presenteeism

Corey Keyes, PhD

Associate Professor, Department of Sociology and Rollins School of Public Health
Emory University

The Relative Contributions of Mental and Physical Health and Well-being to Work Performance and Healthcare Cost Reduction

Moderators

Ann Brockhaus, MPH

Occupational Safety and Health Consultant
ORC Worldwide

Tim Bushnell, PhD, MPA

Economist
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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2-4 *Creating A Successful Workplace Health Protection and Promotion Program: A Case Study*

Less than two years ago, the University of Maryland Medical Center implemented a "total health management" program for its 5700 employees with the goal of creating a best-practice health and wellness program within a more traditional occupational health program. The new program was designed by employees and is directed by an occupational medicine physician. In just that short time, the medical center reports a significant improvement in health trends and reduction in short-term disability and a more than \$1 million containment in direct health care costs. Panelists, including the physician who directs the program, a health actuary who documented financial outcomes, and a member of the center's Employee Advisory Council, will review the key features in designing, implementing and evaluating the program, describe targeted interventions that have been the most cost-effective, and elaborate on the results that already have brought this program national recognition. Speakers will discuss the benefits of professional occupational health leadership and employee advisory input, how the program has addressed challenges, and their plans for the future of the program.

Speakers will address the same topic: *Integrating Health and Wellness Programs into Traditional Employee Health Services: Creating A Culture of Health and Measuring Economic Success*

Speakers

Craig D. Thorne, MD, MPH

Medical Director, Employee Health and Safety
University of Maryland Medical Center

Bruce Zimmerman, MAAA, FCCA, Enrolled Actuary

Senior Consulting Actuary
Watson Wyatt Worldwide

Crystalle A. Bortnick, BS

Medical Technologist
University of Maryland Medical Center

Moderator

Sean Cusson, BA

Government Affairs Coordinator
Voluntary Protection Programs Participants' Association



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2-5 *Work Schedules, Sleep, and Injury: Reducing the Health Risk from Difficult Work Hours*

Panelists will discuss economic trends that have led to the increased use of shift work and long work hours and the potential risks to employees' health and safety, as well as quality of life, which have been connected with these demanding schedules. Speakers will discuss interventions directed at individual workers to help them adapt behaviors and coping strategies to reduce risks and look at interventions directed at management to improve work scheduling patterns and implement management practices that benefit workers on shift work and long shifts.

Speakers

Harriet Presser, PhD

Distinguished University Professor, Department of Sociology
University of Maryland

Working in a 24/7 Economy: Challenges for American Families

Alison Trinkoff, ScD, RN, FAAN

Professor, Work and Health Research Center
University of Maryland School of Nursing

Schedules, Sleep, and Injury - Highlighting Research in Nurses

Anneke Heitmann, PhD

Principal
Awake Institute, LLC

Reducing the Risks of Work Schedules: Examples of Workplace Interventions and Related R&D Efforts

David LeGrande, MA

Director, Occupational Safety and Health
Communications Workers of America

Occupational Risks and Health Outcomes: Telecommunications and Health Care Workers

Moderator

Rosalind B. King, PhD

Health Scientist Administrator, Demographic and Behavioral Sciences Branch
Center for Population Research
National Institute of Child Health and Human Development,
National Institutes of Health



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2-6 *Defining Excellence: Performance Metrics that Drive and Improve Programs*

This session will identify and describe performance benchmarks that are in use today to drive and improve performance. Speakers will offer examples of specific metrics that work for different work situations.

Speakers

James A. Curcio, MBA

Senior Consultant

National Business Group on Health

Council on Employee Health and Productivity

The Impact of EMPAQ: Creating Value for Employers via Standardized Benchmarking Metrics

Marybeth Stevens, MS, CCM, CDMS, CRC

Leader, Health Care Administration,

General Electric Company - US Employee Services, Healthcare Benefits Delivery

EMPAQ...an Employer's View of Standardized Metrics and their Value...

Liz R. Scott, PhD, MEng, MBA, MSc, BSc, COHN-S, CRSP, CDMP

Principal

Organizational Solutions Inc.

International Application of Disability Management Metrics

Ben Amick, PhD

Scientific Director

Institute for Work and Health

Growing A WorkLife Program With Performance Metrics: A Case Example of the Sacred Vocation

Moderator

Ben Amick, PhD

Scientific Director

Institute for Work and Health



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2-7 *Evidence-Based Strategies for Integrating Occupational Health and Safety With Workplace Health Promotion*

NIOSH recently awarded funding (2006-2011) to establish two Centers for Excellence to Promote a Healthier Workforce, one at the University of Massachusetts Lowell and the other at the University of Iowa. Speakers from each of these new academic centers will describe their key research goals and outreach efforts, including alternative approaches to integrating health promotion and occupational health and safety protection programs; how such programs might meet employers' needs; and how involving employees in the planning and design of such programs might have direct and indirect benefits. Panelists will engage session attendees in the discussion and solicit input on how the centers can best accomplish their goals.

Speakers

Laura Punnett, ScD

Professor, Department of Work Environment
University of Massachusetts Lowell

The Center for the Promotion of Health in the New England Workplace (CPH-NEW)

Pouran Faghri , MS, MD, FACSM

Professor, Department of Health Promotion and Allied Health Sciences
University of Connecticut

The Center for the Promotion of Health in the New England Workplace (CPH-NEW)

Fred Gerr, MD

Professor
University of Iowa

University of Iowa Healthier Workforce Centers for Excellence

Moderator

Laura Punnett, ScD

Professor, Department of Work Environment
University of Massachusetts Lowell



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4:45pm-6:30pm

Poster Session I With the Authors and Reception

1. Healthy Babies, Healthy Business: A Worksite Health Education Program

Stephen Abelman, MBA, March of Dimes

2. Heart/Stroke Check: A Worksite Tool for Prevention of Heart Disease and Stroke

Jennifer P. Alexander, MPH, MSW Research Triangle Institute

3. Collaborating for a Comprehensive Approach to Employee Health:

A Pilot Project to Integrate Occupational Health and Worksite Health Promotion

Paige Allen, Healthy Heart Program

4. Engaging Employees in the 'Rewards' of Healthy Living

Teri Olivier, Humana Innovation Center

5. Organization-Level Prevention: An Integral Model for Bringing Evidence-Based Programs to Scale

Joel B. Bennett, PhD, Organizational Wellness and Learning Systems

6. Health Options at Work: Comprehensive Workplace Health in Action

Audrey Birenbaum, Toronto Public Health

7. Healthy People 2010: Are Employers Achieving the National Worksite Health Promotion Objectives?

Carter R. Blakey, US Department of Health and Human Services

8. Protecting Hospital Caregivers with Safe Patient Handling

Natalie Campaneria, Baptist Health South Florida

9. From Punitive to Positive: Engaging Employees in Drug-Free Workplace Efforts

Elena Carr, US Department of Labor

10. Multi-Level Issues in Understanding Hotel Work and Family Interfaces: Avenues for Intervention

Jeanette N. Cleveland, MS, PhD, Pennsylvania State University

11. Migrant Adolescent WorkLife Study

Sharon P. Cooper, PhD, Texas A&M School of Rural Public Health

12. Commercial Vehicle Driver Fitness For Duty: Driving with Limb Amputations and Impairments

Teresa D. Doggett, US Department of Transportation, Federal Motor Carrier Safety Administration

13. Building a Culture of Safety and Health through Integrated Safety and Health Management System with Zero Accident Program (ZAP) Framework

Bernadette Evangelista-Alvarez, ChE Amkor Technology Philippines

14. A Worksite Readiness Checklist for Participatory Worksite Ergonomics and Health Promotion Programs

Pouran D. Faghri, MD, MS, University of Connecticut



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15. Partnering to Promote Employed Caregiver Well-being: An Overview of Eldercare Services at George Mason University, a Joint Program of Human Resources and the College of Health and Human Services
Nancy Falk, Doctoral Candidate, MBA, BSN, George Mason University

16. Health Disparities and US Workers
Lora E. Fleming, University of Miami, Miller School of Medicine

17. 8-Hour and 12-Hour Shifts and the Affects on Employees
James F. Ford, Jr., MA, PhD, The College of Saint Elizabeth

18. Application of NIOSH Model Ergonomics Program in a Specialty Hospital
Manny Halpern, Occupational and Industrial Orthopaedic Center

19. Effective Employee Engagement in Personal Health Improvement - Reaching the Hard-to-Reach
Katherine Hamlin, Health Fitness Corporation

20. From Chaos to Calm: Understanding Moments of Crisis
Terri Howard, Crisis Prevention Institute, Incorporated

21. Adaptation of a Participatory Ergonomics Framework for Actively Engaging Workers in the Design of Health Promotion Programs
Robert A. Henning, MS, PhD, University of Connecticut

22. Overcoming Barriers to Organizational Change: Making Maintenance and Operations Staff Owners of School-based Environmental Improvement Projects
Matthew S. Hiester, The Cadmus Group, Incorporated

23. Effects of Externally Rated Demand and Control at Work on Depression Diagnosis in an Industrial Cohort
Joanne D. Iennaco, PhD candidate, MS, Yale University

24. Thirty Minutes During the Workday to Exercise: What do Supervisors Think?
Julie Gazmararian, PhD, MPH, Emory University, Rollins School of Public Health

25. National Survey of Medical Practitioners Who Certify Medical Fitness for Duty in Commercial Motor Vehicle Drivers: From Research to Practice
Brenda K. Kirby, US Department of Transportation, Federal Motor Carrier Safety Administration

26. Economic Evaluation of Occupational Health Interventions: Results from Macro and Micro Level Studies
Supriya Lahiri, PhD, University of Massachusetts Lowell

27. The Haddon Matrix Applied to Workplace Violence Prevention
Johnny C. Lee, Peace at Work

28. Domestic Violence Assaults in the Workplace
Johnny C. Lee, Peace at Work



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29. Stakeholder Input and Worker Health Protection in Commercial Shrimp Fishermen of the Gulf Coast

Jeffrey L. Levin, MD, MSPH, The University of Texas Health Science Center at Tyler

30. Six Promising Practices in Worksite Settings for Heart Disease and Stroke Prevention

Dyann Matson-Koffman, DrPH, MPH, CHES, Centers for Disease Control and Prevention

31. The Successful Business Strategies to Prevent Heart Disease and Stroke Toolkit: Results of Training and Consultations with State Health Departments and Employer Groups

Dyann Matson-Koffman, DrPH, MPH, CHES, Centers for Disease Control and Prevention

32. Occupational Injury Tracking With OSHA Logs: Ruler or Rubbish?

Eileen McNeely, PhD, Harvard School of Public Health

33. The Mobile Team Approach to Workplace Health Promotion for Small Business: The Experience of the Harlem Business Wellness Initiative

Peter Messeri, PhD, Mailman School of Public Health

34. Surveillance of Fatalities in New York City Construction 1996-2006

Pradeep Rajan, New York City Department of Health and Mental Hygiene

35. The "Worksites Overweight/Obesity Control/Prevention Trial:" Background, Purpose, Approaches, Findings

Robert H. Ross, University of Vermont

36. Applying Epidemiologic Surveillance to Worker Health Protection and Promotion

Clifton H. Strader, PhD, US Department of Energy

37. Enhancing Coordinated Health Protection and Promotion: What Changes Must Educators Make?

Donna C. Summers, PhD, University of Dayton

38. Worksite Public-Private Partnership: Supporting New York City Employers in Health Promotion and Disease Prevention Efforts

Ron Goetzel, PhD, Cornell University Institute for Policy Research, Institute for Health and Productivity Studies

39. Promoting Effective Worksite Wellness and Occupational Safety and Health

Susan Tan-Torres, MD, MPH Independence Blue Cross

40. Well for Life Saves Budget Dollars and Protects Employee Lives

Kara L. Weaver, Bon Secours Richmond

6:30pm-7:30pm

Posters Session I Tear Down

7:30pm-8:30pm

Poster Session II Set-up



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7:30am-4:30pm	Registration Desk
7:30am-8:30am	Poster Session II Set Up
8:30am-3:30pm	Poster Session II Viewing
8:30am-9:45am	Plenary 3: Evaluating the Science: When Should an Intervention be Considered Successful?

Many worksite programs and policies are promoted with the goal of improving workforce health and wellbeing or for other related goals such as improved productivity, decreased absence, reduced work injury and compensation claims, or reduced turnover. Some of these programs and policies have been evaluated using a wide range of methods from opinion survey to randomized controlled prospective scientific investigation. How “evidence” of effectiveness is evaluated depends on the perspective of the evaluator. This session features three perspectives - academic, public health, and industry - on evaluating evidence of the results of workplace interventions. How much evidence is needed for what kinds of actions? What kind of evidence suggests “more research is needed,” what forms the basis for “public health recommendations,” and what evidence invites program adoption?

Keynote Speakers

Glorian Sorensen, PhD, MPH

Director, Center for Community-Based Research, Dana-Farber Cancer Institute
Professor of Society, Human Development and Health, Harvard School
of Public Health

Laurie Anderson, PhD, MPH

Senior Scientist
National Center for Health Marketing
Centers for Disease Control and Prevention

Joe Fortuna, MD

Medical Director, E&C and AHG Divisions
Delphi Corporations

Moderator

Melissa Johnson

Executive Director
President's Council on Physical Fitness and Sports
Department of Health and Human Services



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9:45am-10:15am **Break**

9:45am-11:30am **Poster Session II With the Authors**

41. Visual Ergonomics in the Workplace

Jeffrey R. Anshel, Corporate Vision Consulting

42. The Polarity Model of Workplace Democracy: Managing the Dilemmas of Empowerment

William J. Benet, Greater Rochester Area Community/University Partnership Project

43. Experience with a Program on Occupational Exposure to Bloodborne Pathogens in Bogota, Colombia

Marta L. Bernal, Avenir

44. Who is Healthier, the Ever-Worked or the Never-Worked Population?

Anasua Bhattacharya, PhD, National Institute for Occupational Safety and Health, Centers for Disease Control and Prevention

45. Partnering to Reduce Obesity with Environmental Changes

Bonnie M. Brehm, University of Cincinnati

46. A Feedback Enabled Behavioral Change Tool for the PC Workplace

Colleen K. Broersma, BS, Logisens Corporation

47. Health Behavior Change - The Key to Wellness Program Success

Larry Catlett, Occupational Medical Consulting

48. Using Promotores de Salud to Promote HIV Prevention and Pesticide Safety Among Farmworkers

Shelley Davis, JD, Farmworker Justice

49. Ambulance Motor Vehicle Crashes: A Methodology to Reduce Frequency

Peter I. Dworsky, MPH, MONOC

50. A Participatory Approach to Worksite Health Promotion Programs

Pouran D. Faghri, MD, MS, University of Connecticut

51. Screening and Surveillance of Asthmatics for Workplace Aggravation of Asthma Symptoms

George Friedman-Jimenez, MD, NYU School of Medicine

53. Community Readiness to Provide Clean Indoor Air for Workers

Ellen J. Hahn, DNS, RN, University of Kentucky, College of Nursing

54. Tobacco Dependence Treatment and Healthcare Workers

Ellen J. Hahn, DNS, RN, University of Kentucky, College of Nursing

55. Strategies to Improve Employee Influenza Vaccination Rates in US Nursing Homes

Lauren D. Harris-Kojetin, MA, PhD, National Center for Health Statistics, Centers for Disease Control and Prevention



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56. Moving Beyond 'Stretching to Prevent Workplace Injuries'

Jennifer A. Hess, DC, MPH, PhD, University of Oregon, Labor Education and Research Center

57. PROFILES: A Computer-based Process for Economic Nutrition Policy Analysis and Advocacy on Obesity as Related to Workplace Health-Directed Efforts

Helen Heymann, MSC, Academy for Educational Development

58. KISS for Wellness Success - Applying the Proven Model of Keep It Simple Stupid to Ensure Worker Understanding and Acceptance of Wellness Principles.

James M. Horwood, BodyLogic Health Management Incorporated

59. Exposure Evaluation and Health Management in Dental Laboratories

Che-Han Hsu, Central Taiwan University of Science and Technology

60. Harnessing the Value of Data as a Communication Tool to Sustain Corporate Leadership in Optimizing Employee/Worksite Health

Vicki J. Karlan, MPH, Pfizer Health Solutions Incorporated

61. Depressive Symptoms and the Risk of Occupational Injury in a National Sample

Jaeyoung Kim, MD, MPH, Doctoral Student, Harvard School of Public Health

62. The Rural Partners Healthy Heart Program: Heart Health for Small Business

Christine Mason, Bassett Healthcare

63. A Purchaser's Guide to Clinical Preventive Services: Moving Science into Coverage

Andrew Lanza, MPH, MSW; Senior Consultant, McKing Consulting, Business Sector, Partnerships and Strategic Alliances National Center for Health Marketing/CCHIS/CDC

64. The Workplace Wellness Scale Examines the Workplace Health of Healthcare

Gabrielle McHugh, PhD candidate, University of Northern British Columbia

65. Work/Life Recovery Support for Federal Workers Following a Natural Disaster

Jeff Mintzer, MSW, CEAP, LICSW, Federal Occupational Health

66. Global Occupational Health: Increasing Access to Occupational Health Training Materials and Practice Tools

Leslie Nickels, MeD, Great Lakes Centers for Occupational and Environmental Safety and Health, University of Illinois at Chicago School of Public Health

67. A Comparison of the Perceptions and Beliefs of Workers and Owners with Regard to Workplace Safety in Small Metal Fabrication Businesses

David L. Parker, MD, Park Nicollet Clinic

68. Health Promotion and Wellness: Expanding Our Framework for Health in the Workplace

Rebecca O. Pille, Medical Center/National Security Agency

69. On the Road Again: Health Beliefs and Practices of Long-Haul Truck Drivers

Jeanne Pitsenberger, MSN, RN, NP-C, James Madison University Department of Nursing



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70. Health Care Delay of Aging Agriculture Producers

Deborah B. Reed, University of Kentucky College of Nursing

71. Cincinnati Children's Hospital Medical Center Becomes Tobacco Free

Sindy S. Robbins, Master of Education, Cincinnati Children's Hospital Medical Center

72. Early Diagnosis of Occupational Asthma and Exposure Control: Results From a Stepped Care Program in Montreal Targeted at Auto Body Shop Workers

Simard Robert, Public Health Department, Montreal

73. Expanding Tobacco Control in the Workplace: State and Federal Initiatives

Abby C. Rosenthal, MPH, Office on Smoking and Health, Centers for Disease Control and Prevention

74. Performance Metrics That Drive and Improve Programs

Liz R. Scott, IWH/Organizational Solutions Incorporated

75. Capturing Occupational Injuries and Improving Outcomes Through the "Trusted Clinician" at the Workplace

Bruce W. Sherman, MD, Goodyear Tire and Rubber Company

76. On the Line: Identifying Workplace Stressors in the Professional Restaurant Kitchen

Alicia C. Sinclair, City University of New York

77. The Idita-Walk: A Statewide Walk to Health

Terry L. Smith, EdD, US Postal Service

78. Enrollment, Retention, and Success Among Diverse Audiences in Telephone Counseling for Smoking Cessation

Walton Sumner, Washington University School of Medicine

79. A Comprehensive Ergonomics Program at the University of Michigan

Susan Blitz and Sarah Cooney, Employee Health Service, University of Michigan Health System

80. Environmental Approaches to Obesity Prevention and Management at the Dow Chemical Company: Second Year Results

Ron Goetzel, PhD, Cornell University Institute for Policy Research, Institute for Health and Productivity Studies

81. The Influence of Target Size and Weight on the Trunk Muscle Recruitment in Different Lifting Speeds

Jangwhon Yoon, Occupational and Industrial Orthopedic Center, New York University Hospital for Joint Diseases



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10:15am-11:45am

Concurrent Session 3: Programs and Practices to Prevent Disease or Improve Worker Health in Specific Disease Areas or Conditions

3-1 *Investing in Workplace Mental Health*

This session will feature presentations on why, from a business perspective, behavioral health benefits are a smart investment and should be an essential part of comprehensive health care benefits for employees. The discussion will include strategies employers can use to create a system of affordable and effective behavioral health services for their employees. The session also will cover the psychological impact of trauma, one company's experience with its EAP response during Hurricane Katrina, and how employers can plan for the mental health needs of employees in times of crisis.

Speakers

Ron Finch, EdD

Vice President

National Business Group on Health

An Employer's Guide to Behavioral Health Services

Henry Harbin, MD

Former CEO, Magellan Healthcare

Member, President's New Freedom Commission on Mental Health

An Employers' Guide to Behavioral Health Services

Allan Kennedy M Ed, LPC, CEAP

Regional EAP Administrator

AT&T

BellSouth's EAP Response to Hurricane Katrina

Moderator

Alan Langlieb, MD, MPH, MBA

Director, Workplace Psychiatry

The Johns Hopkins Hospital



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3-2 *Workplace Programs for Obesity Prevention and Reduction*

This session will present information on the role of obesity in worker health and productivity and the interventions that appear most promising in helping employees address the issue of excess weight. The presentation will include an overview of systematic reviews of evidence on obesity programs that work. In addition, a comprehensive model to address obesity prevention and weight reduction in the worksite setting will be presented.

Speakers

Paul Schulte, PhD

Director, Education and Information Division
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention
Work, Obesity, and Occupational Safety and Health

Keshia M. Pollack, PhD, MPH

Assistant Professor
Johns Hopkins University, Bloomberg School of Public Health
The Relationship between Obesity and Traumatic Workplace Injury

Mark V. Roehling, JD, PhD

Associate Professor
School of Industrial and Labor Relations
Michigan State University
Weight Discrimination in the Workplace

Nico Pronk, PhD

Vice President and Executive Director
HealthPartners Health Behavior Group
Addressing Obesity at the Worksite

Moderator

Paul Schulte, PhD

Director, Education and Information Division
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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3-3 *Reducing Cardiovascular Risk Among Workers*

Cardiovascular disease is the largest cause of death and disease in the United States today and poses a similar risk of death, disease, and disability to the working population. The workplace offers unique opportunities for promoting cardiovascular health and introducing interventions that can improve risk factors, reduce the burden of heart disease among workers, and limit the related economic burden on employers. Expert panelists will review available data and present examples of strategies and interventions that are proving effective in preventing heart disease and maximizing the health and productivity of workers with risk factors for cardiovascular disease.

Speakers

Stefanos N. Kales, MD, MPH, FACP, FACOEM

Medical Director, Employee and Industrial Medicine
Cambridge Health Alliance

Public Safety Workers: The Case for Improved Blood Pressure Management

Susan B. Racette, PhD

Assistant Professor
Washington University School of Medicine

Worksite Opportunities for Wellness (WOW): Sustained Improvements in Disease Risk Factors after Two Years

Dyann Matson-Koffman, DrPH, MPH, CHES

Public Health Educator/Scientist
Centers for Disease Control and Prevention

*The Successful Business Strategies to Prevent Heart Disease and Stroke Toolkit:
An Overview of its Development and Application*

Robert K. McLellan, MD, MPH

Medical Director, Employee Health and Safety
Dartmouth Hitchcock Medical Center

*Work Environment Interventions to Optimize the Health and Productivity of
Workers with Cardiovascular Risk Factors*

Moderator

Thomas Hales, MD, MPH

Senior Medical Epidemiologist
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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3-4 *Healthy Activity In Work and Play: Keeping Our Musculoskeletal System Strong*

The activities of our daily lives, both at work and outside of work, can have a profound impact on the functional capacities of our musculoskeletal system. In this session, expert panelists will present their findings on the activities and mechanisms that have positive and negative effects on the strength, endurance, and health of our musculoskeletal system. They will discuss how to maintain a healthy balance between overuse and under use of our musculoskeletal system, how that system ages and declines in strength, and what measures we can take to prevent the premature aging and decline of that system in the working population and in all of us.

Speakers

James D. McGlothlin, MPH PhD CPE

Faculty Scholar and Associate Professor of Health Sciences
Purdue University

Healthy Workplaces and Lifestyles: Sustaining a Strong Musculoskeletal System at Work, Home, and Play

Robert Greg Cutlip, PhD

Team Leader, Musculoskeletal Pathomechanics Research Team
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

The Effect of Aging on Muscle Adaptation to Repetitive Loading

Margit Bleecker MD, PhD

Director
Center for Occupational and Environmental Neurology
Medical-Ergonomic Intervention Program for Keyboard/Mouse Users

Linda Cantley, MS

Research Associate
Yale University Occupational and Environmental Medicine Program
The Effect of Implementation of a Company-wide Ergonomics Standard on Injury Rates: Phase 1

Moderator

Vern Putz Anderson, PhD, CPE

Chief, Information Resources Branch, Education and Information Division
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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3-5 *Motor Vehicle Safety: A Part of Comprehensive Workplace Health Programs*

Motor vehicle crashes, as the leading cause of fatal injuries both at work and outside of work, are an ideal focus for integrated health protection and promotion initiatives. This session will present the magnitude and nature of motor vehicle crashes on and off the job and discuss how workplace-based traffic safety programs benefit workers and their families while also being a good investment for employers. Speakers will showcase worklife motor vehicle injury prevention programs that are promoting the health of workers and their families, reducing costs, and increasing productivity.

Speakers

Stephanie Pratt, MM, MA

Research Health Scientist

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention

Preventing Motor Vehicle Crashes: Why Work/Life Programs Make Sense

Kathryn Lusby-Treber, MS

Executive Director

Network of Employers for Traffic Safety

Making the Business Case for Workplace Traffic Safety Programs

Joseph McKillips

Manager, Commercial Program Support

Abbott Laboratories

A Best Practice Approach to Fleet Safety

Maureen Mazurek, Executive Chemistry Degree, MBA

Director of Global Initiatives

Monsanto

*Monsanto Company's Road Safety Program Reaches Out to Employees,
Families, and Communities*

Moderator

Stephanie Pratt, MM, MA

Research Health Scientist

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention



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3-6 *Respiratory Hazards at Work: How to Identify, Prevent, and Reduce Them*

Workplace respiratory exposures exist in many forms and may have an impact on worker health. This session will discuss how respiratory hazards in the work environment affect worker health and how such hazards can be prevented, eliminated, or reduced. Expert panelists will discuss how: 1) workplace conditions may impact personal smoking behavior; 2) certain hazards, such as exposure to second hand tobacco smoke in the workplace and the use of irritating cleaning agents, may be prevented through elimination or substitution; and 3) other hazards may be minimized through respiratory protection and annual spirometry testing.

Speakers

Cassandra Okechukwu, MSN, MPH

Doctoral Candidate

Harvard School of Public Health

Joint Exposure to Hazards and Smoking Behavior in a Multiethnic Working Population

Ken Rosenman, MD

Chief, Division of Occupational and Environmental Medicine

Michigan State University

Fatal Work-Related Asthma from Second Hand Smoke

Joel Sigler

Manager of Environmental, Health, and Safety, Eastern Region

Kaiser Permanente

Greener Cleaners in Healthcare: Reducing Chemical Exposures for Workers and Patients

Patrick Conner, MD

Medical Director

BASF Corporation

Administration of Respiratory Surveillance Programs into Small Organizations Lacking Medical Resources

Moderator

Nancy Sahakian, MD, MPH

Medical Officer

National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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3-7 *Addressing Noise-Induced Hearing Loss*

Hearing loss is well documented as a major occupational health concern. There are numerous efforts to providing engineering controls, training on use of PPE, and other efforts to reduce the problem. Unlike many occupational health concerns, noise is particularly ubiquitous in carrying over into the home and non-work environment. However, there are still major problems to be addressed regarding hearing conservation.

Questions to be explored in this session are:

- Why isn't noise-induced hearing loss a more important issue?
- How can we make it more important?
- How do we address both occupational and non-occupational exposures?

Speakers

Mark Stephenson, PhD

Senior Research Audiologist

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention

Motivational Methods for Preventing Noise-Induced Hearing Loss

Richard Neitzel, MS, CIH

Research Scientist

University of Washington, Department of Environmental and Occupational
Health Sciences

Noise Exposures at Work and Play

Moderator

Scott Schneider, MS, CIH

Director, Occupational Safety and Health

Laborers' Health and Safety Fund of North America



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11:45am-1:00pm

Plenary 4: Lunch with Speaker - Workplace Policies That Make a Healthy Difference

This session will focus on workplace policies and programs that fall outside of what is traditionally considered either worksite health promotion or traditional occupational safety and health but that are fundamental to the health and wellbeing of the workforce. Policies often termed "family friendly" or "flexible" such as sick leave, flexible scheduling, family leave, etc., will be included.

Keynote Speaker

Lisa Berkman, PhD

Thomas D. Cabot Professor of Public Policy, Department of Society, Human Development, and Health
Harvard School of Public Health

Moderator

Kathleen Christensen, PhD

Director Program on Workplace, Work Force and Working Families
Alfred P. Sloan Foundation



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1:00pm-2:30pm

Concurrent Session 4: Managing Change: How to Establish and Maintain Organizational Commitment to Healthy Work and Healthy Workers

4-1 *Making Worker Health an Organizational Priority: A CEO-to-CEO Initiative*

A supportive culture and top management support are two critical pillars in the success of employee health management programs. However, most CEOs are still unaware of the evidence that strategic investments in workforce health add to a company's bottom line. Learn about Partnership for Prevention's Leading by Example CEO-to-CEO Initiative, which includes more than 30 CEOs and governors who view employee health as a vital component of organizational success. Learn from leading companies how each of their respective organizations has made employee health an organizational priority.

Speakers

Garry M. Lindsay, MPH, CHES

Senior Fellow and Director of Business Partnerships
Partnership for Prevention

Leading by Example - Creating Senior Level Support for Employee Health Management

Jody Amodeo, BSN, PAHM

Director/Team Leader
Healthy Pfizer, Pfizer

Harnessing the Value Communication Tool to Sustain Corporate Leadership Employee Health

Debra Chaplan, MS

Director of Special Programs
State Building and Construction Trades Council of California

Toxics and Tobacco on the Job: Involving Unions to Advance Tobacco Education and Cessation as a Health and Safety Tool

Moderator

Garry M. Lindsay, MPH, CHES

Senior Fellow and Director of Business Partnerships
Partnership for Prevention



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4-2 *Using Communication Strategies to Promote a Safer and Healthier Workforce*

A panel of experts will offer insights on using various communication strategies to preserve and promote a safer, healthier workforce. Speakers will discuss how social marketing can help with designing effective worksite health programs; how to translate research into practical application; and how effective framing of messages can have a positive impact on workplace health promotion. The session will allow time for interaction with audience members.

Speakers

Rosemary Thackeray, PhD, MPH

Associate Professor, Department of Health Science
Brigham Young University

*Healthy, Productive, and Safe Employees: How Social Marketing Can Help You
Design Effective Worksite Programs*

Marc Weinstein, PhD

Associate Professor
Florida International University

*There is Nothing So Practical as a Good Theory: Old Insights and New Inspiration
for Research-to-Practice*

Bob McKinnon, MA

President
Yellow Brick Road Communications

*Framing Worksite Wellness: Communication Strategies for Creating a Healthier
Workforce*

Moderators

Virginia Sublet, PhD

Senior Health Scientist, National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

Max R. Lum, EdD, MPA

Director, Office of Health Communication and Global Collaboration
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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4-3 *CDC Research Grants to Advance Worksite Health Promotion*

In September 2004, as part of its Health Protection Research Initiative, CDC funded 31 research grants to expand the knowledge base about successful implementation of effective, cost-efficient health promotion programs, policies, and activities in the workplace. Funded research projects covered a broad range of health risks and topics, including obesity, tobacco, diabetes, mental health, and worker health and productivity, in the context of employer health promotion. This session will highlight some of the key research studies and findings developed through this research initiative.

Discussants

Andrew Lanza, MPH, MSW

Senior Consultant, Business Sector, National Center for Health Marketing
Division of Partnerships and Strategic Alliances
Centers for Disease Control and Prevention

Tee L. Guidotti, MD, MPH

Professor of Occupational and Environmental Medicine
George Washington University

Speakers

Susan L. Hughes, DSW

Professor, Community Health Sciences and Co-Director
Center for Research on Health and Aging, University of Illinois at Chicago
Cost Effective Health Promotion for Older Adults

Susan Butterworth, PhD, MS

Director, OHSU Health Management Services
Associate Professor, Oregon Health and Science University School of Nursing
High Impact Interventions for Employee Health Promotion

Ron Goetzel, PhD

Director
Cornell University Institute for Policy Research Institute for Health and
Productivity Studies
*Worksite Public-Private Partnership: Supporting New York City Employers in
Health Promotion and Disease Prevention Efforts - Design, Implementation
and Evaluation*

Moderator

Brenda Colley Gilbert, PhD, MSPH

Acting Director, Office of Extramural Research
National Center for Chronic Disease Prevention and Health Promotion
Centers for Disease Control and Prevention



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4-4 *Barriers to Change and How to Overcome Them*

This session will focus on barriers that may interfere with establishing and maintaining programs that integrate occupational health and safety protection and health promotion practices. Speakers will share examples from companies that have experience with overcoming such barriers and implementing successful programs. There is an increasing body of research indicating that work organization (organizational policies, practices, and procedures) can have a critical impact on employee health, well-being and safety. Approaches to addressing ways that work organization can help or hinder the success of programs integrating employee health protection and health promotion programs also will be discussed.

Speakers

Jim Ramsay, PhD, MA, CSP

Associate Professor of Homeland Security and Safety Organization
Embry-Riddle Aeronautical University

The Developing Relationship between Safety and Health: An Academic's View

Kimberly Jinnett, PhD, MSPH

Research Director
Integrated Benefits Institute

Bridging Benefits-Program Boundaries to Achieve Health-Related Productivity Gains

David M. DeJoy, PhD

Professor, College of Public Health
University of Georgia
Director, Workplace Health Group

The Organization of Work: Key Factors in Maximizing our Investment in Employee Safety and Health

Moderators

DeLon Hull, PhD

Associate Director for Research and Technology Transfer
National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

Ann Brockhaus, MPH

Occupational Safety and Health Consultant
ORC Worldwide



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4-5 *Research Priorities - Building Consensus for Future Work*

Although many have suggested that comprehensive or integrated worksite programs and policies benefit workforce health and well-being, the evidence for the effectiveness of such programs and for particular program elements is often limited and may not be generalizable. This session will present for consideration a proposed framework of research needed in the WorkLife arena with the goal of identifying priority areas for future research and promoting productive research collaborations. Participants in the session will be asked to join in the discussion and offer their own views regarding high priority research topics, venues, and approaches.

Speakers

Ben Amick, PhD

Scientific Director

Institute for Work and Health (IWH)

Glorian Sorensen, PhD, MPH

Director, Center for Community-Based Research, Dana-Farber Cancer Institute

Professor of Society, Human Development and Health, Harvard School of
Public Health

Gregory R. Wagner, MD

Senior Advisor

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention

Moderator

Paul Schulte, PhD

Director, Education and Information Division

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention



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4-6 *Submitted Abstract Presentations*

Researchers and practitioners will present abstracts of their research or experience designing, evaluating, and implementing effective comprehensive health protection and promotion programs. Session attendees will hear about current research and approaches that demonstrate best practices, needs of specific employer or employee groups, program evaluation and economic analysis, and/or ways to manage organizational change. The discussions will provide participants with tools for developing work life programs that improve worker health and the ability to work.

Briana Barocas, PhD, Director of Research and

Peggy Grauwiler, LCSW, PhD, Director of Center Projects

Center for Violence and Recovery, New York University

*Providing Support to New York City Police Officers: Perspectives on Workplace
Peer Assistance*

Edmund Becker, PhD

Professor of Health Policy and Management

Emory University School of Public Health

*The Association of Employer Health Promotion Programs and Worksite
Characteristics with Employee Health Behaviors and Health Outcomes*

David Machles, EdD, MPH, RN

Principal

Dimensions in Occupational Health and Safety, Incorporated

The Role of Situated Learning and Occupational Safety

Kristin Quitoni, MPH

Director of Development and Implementation

NYC Department of Health and Mental Hygiene

*Designing and Implementing a Self-Management Intervention Through a Worksite
Wellness Program*

John Staley, MS, Doctoral Candidate

Teaching Assistant, Project Coordinator,

University of North Carolina at Chapel Hill

Firefighter Culture and Workplace Fitness

Dawn Weddle, BS, RD

Wellness Manager

International Truck and Engine Corporation

Employee Wellness Teams - Sustaining Healthy Work and Healthy Workers

Moderator

Bridgette E. Garrett, PhD

Senior Scientist

National Institute for Occupational Safety and Health

Centers for Disease Control and Prevention



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4-7 *Submitted Abstracts Presentations*

Researchers and practitioners will present abstracts of their research or experience designing, evaluating, and implementing effective comprehensive health protection and promotion programs. Session attendees will hear about current research and approaches that demonstrate best practices, needs of specific employer or employee groups, program evaluation and economic analysis, and/or ways to manage organizational change. The discussions will provide participants with tools for developing work life programs that improve worker health and the ability to work.

Janice Pringle, PhD

Research Assistant Professor

School of Pharmacy, University of Pittsburgh

A Population-Based Case Study on the Effects of WorkLife Factors on Health and Productivity

Ben Amick

How the Quality and Quantity of Work Changed In Response to an Office Ergonomics Intervention

Lennart Dimberg, MD, PhD

Lead Occupational Health Specialist

The World Bank

Enhancing Office Worker Health & Productivity Through Integrated Proactive Ergonomics Programs - A Prospective Controlled Study With Policy Implications

Thomas Drennan, BS

Account Executive

beBetter Networks, Incorporated

Energy Corporation of America: A Cohort Assessment of Multiple Health Screenings 2001-2005

Cathy Heaney, PhD, MPH

Associate Professor

Stanford University

Reducing Low Back Pain: Where Do We Go From Here?

Jill Ladehoff, BSN, RN, MA, COHN-S

Senior Manager, Employee Health Services

Evanston Northwestern Healthcare

Integrated Disability Management: An Applied Theoretical Approach Resulting in Exceptional Cost Savings and Cost Avoidance



WorkLife2007:

Protecting and Promoting Worker Health
a national symposium



Day 2 - Tuesday, September 11, 2007 • Agenda

Moderator

John Piacentino, MD, MPH

Senior Scientist

National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

2:30pm-2:45pm

Break

2:45pm-3:30pm

Plenary 5: Closing and Adjourn

This will be an interactive session summarizing major themes from the Symposium and the future steps needed to better understand and promote comprehensive worksite approaches for worker health and well-being. Issues under consideration include:

- Essential elements of successful programs
- Strategies for overcoming barriers to change
- Approaches to program evaluation
- Research priorities
- Partnership development
- Action agenda

Keynote Speaker

John Howard, MD, MPH

Director, National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention

Moderator

Gregory R. Wagner, MD

Senior Advisor

National Institute for Occupational Safety and Health
Centers for Disease Control and Prevention



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Post-Symposium Workshops, Wednesday, September 12, 2007 • Agenda

7:30am-Noon

Registration

WORKSHOP V

8:00am-Noon

Facilitating Behavior Change: A Different Perspective on Non-compliance

This half-day, interactive workshop is designed for healthcare and safety professionals who are interested in establishing rapport, reducing resistance, and facilitating the behavioral change process to enhance the success of health promotion programs. The motivational enhancement techniques presented in the workshop are based on Motivational Interviewing (MI). Developed by William Miller, Ph.D. and Stephen Rollnick, Ph.D., MI is a goal-oriented, client-centered counseling style that elicits behavioral changes by helping individuals to explore and resolve ambivalence. These techniques can be used effectively in a workplace to address compliance issues in health and safety, and is especially helpful for less ready, less motivated people.

Workshop Leader

Susan Butterworth, PhD, MS

Director, OHSU Health Management Services

Associate Professor, Oregon Health & Science University School of Nursing

Notes

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